



INTRODUCTION TO INTERNSHIPS

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What are internships?



- Actually performing what students are learning in the classroom
- Window into what careers do on a daily basis.
- Typically for high school juniors, seniors & college students.

Internships are NOT...

- Routine, repetitive tasks
- Experience unrelated to the desired career

Benefits to Student

- Applying classroom learning to the real world.
- Exploration of different career options.
- College credit and possibly income.
- Gaining valuable experience.
- Potential full time employment.

Benefits to Employers

- Employers can train their future workforce.
- Companies can work on projects which have been put off due to lack of time/resources.
- Interns bring fresh ideas to the office.
- Marketing of their company.
- Retain talent in North Dakota.

How do I get started?

- Plan ahead
- Have discussions with staff
- Have discussions with other companies
- Look at options and references

Where Can I Find an Intern?

- Career Counselors/Department Chairs
- Career Fairs
- Job Service
- Company website/ social media

When should I start looking

- Spring internships – September/October
- Summer internships – February/March
- Fall internships – March/April

For Successful Internship Program

- Assign meaningful tasks
- Assign a supervisor and mentor
- Have an orientation process
- Conduct exit interviews



Questions?